

Police Officer			Cash Supplements							Insurance Benefits			Retirement Benefits				
Survey Agency	Comparable Class	Top Step Base	Uniform Allow	Holiday Pay (In Lieu)	Retire Pickup		Deferred Comp	Base + Cash	Max Monthly Health	Dental	Base + Cash + Ins.	ER Share Ret.		Base+Cash+Ins. + Ret.	Rank		
Anaheim	Police Officer	\$7,173		\$287				\$7,459	\$1,798	\$56	\$9,313	30.86%	\$2,302	\$11,615	4		
Bakersfield	Police Officer	\$5,112	\$83		4%	\$208		\$5,403	\$988	\$114	\$6,505	25.81%	\$1,341	\$7,846	10		
Fresno	Police Officer	\$6,348	\$100		1%	\$64		\$6,512	\$788		\$7,300	38.95%	\$2,511	\$9,812	7		
Long Beach	Police Officer	\$7,237						\$7,237	\$1,141		\$8,378	22.32%	\$1,615	\$9,993	6		
Los Angeles	Police Officer	\$7,082	\$212					\$7,294	\$1,114	\$75	\$8,482	29.49%	\$2,151	\$10,633	5		
Oakland	Police Officer	\$8,175	\$67					\$8,241	\$1,738	\$139	\$10,118	30.90%	\$2,546	\$12,665	3		
Sacramento	Police Officer	\$6,025	\$76		9%	\$549		\$6,650	\$1,200		\$7,850	27.78%	\$1,695	\$9,544	8		
San Diego	Police Officer	\$6,350	\$75					\$6,425	\$882		\$7,307	26.43%	\$1,698	\$9,005	9		
San Francisco	Police Officer	\$9,347	\$68		9%	\$847		\$10,263	\$1,269	\$175	\$11,707	21.58%	\$2,032	\$13,739	2		
San Jose	Police Officer	\$8,100	\$56					\$8,156	\$1,236	\$97	\$9,488	56.57%	\$4,614	\$14,102	1		
	Average	\$6,983						\$7,276			\$8,551			\$10,539			
	% +/-	13.8%						10.8%			9.9%			25.3%			
	Median	\$ 7,082						\$ 7,237			\$ 8,378			\$9,993			
	% +/-	12.6%						11.3%			11.7%			29.1%			
Median Gain/Loss										-1.3%		Median Gain/Loss		0.4%		Median Gain/Loss	

## City of San Jose Compensation Study - Top Ten California Cities by Population

Police Officer			Cash Supplements								Insurance Benefits			
Survey Agency	Comparable Class	Top Step Base	POST Incent	Education Incent	Uniform Allow	Holiday Pay (In Lieu)	Retire Pickup		Deferred Comp	Base + Cash	Max Monthly Health	Dental	Base + Cash + Ins.	Rank
Anaheim	Police Officer	\$7,173	\$1,076			\$287				\$8,535	\$1,798	\$56	\$10,389	3
Bakersfield	Police Officer	\$5,112	\$511		\$83		4%	\$228		\$5,935	\$988	\$114	\$7,037	10
Fresno	Police Officer	\$6,348			\$100		1%	\$64		\$6,512	\$788		\$7,300	9
Long Beach	Police Officer	\$7,237		\$450						\$7,687	\$1,141		\$8,828	6
Los Angeles	Police Officer	\$7,082	\$141		\$212					\$7,435	\$1,114	\$75	\$8,623	7
Oakland	Police Officer	\$8,175	\$368	\$450	\$67					\$9,059	\$1,738	\$139	\$10,936	2
Sacramento	Police Officer	\$6,025	\$602	\$301	\$76		9%	\$630		\$7,635	\$1,200		\$8,835	5
San Diego	Police Officer	\$6,350	\$537		\$75					\$6,962	\$882		\$7,845	8
San Francisco	Police Officer	\$9,347			\$68		9%	\$847		\$10,263	\$1,269	\$175	\$11,707	1
San Jose	Police Officer	\$8,100	\$607		\$56					\$8,764	\$1,236	\$97	\$10,096	4
	Average	\$6,983								\$7,780			\$9,056	
	% +/-	13.8%								11.2%			10.3%	
	Median	\$ 7,082								\$ 7,635			\$ 8,828	
	% +/-	12.6%								12.9%			12.6%	
Median Gain/Loss										0.3%	Median Gain/Loss		-0.3%	